

# The FREE Team Building Activity Handbook

*Abbreviated*



For  
**Community Building**  
and developing  
**Extraordinary Teams**



SOURCE CONSULTING GROUP

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- Collaboration, Cooperation, Communication, Strategy
- Communication, Learning Names
- Diversity Awareness
- Balance, Strategy
- Collaboration, Cooperation, Communication, Strategy
- Collaboration, Cooperation, Communication, Strategy
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## Skill Focus (deeper)

- Collaboration, Cooperation, Communication, Strategy
- Collaboration, Communication, Strategy, Trust
- Collaboration, Cooperation, Communication, Strategy
- Collaboration, Communication, Strategy, Trust, Systems
- Collaboration, Cooperation, Communication, Strategy
- Collaboration, Communication, Strategy, Trust, Systems

## Who We Are

Ultimately, every team wants to rock. We deliver the teambuilding training contexts where teams learn to ignite and sustain success, and maximize their talent. This means behavior changes. Get your team to drop the drama and bad habits. We get you there.

*Most team building is lame – a bunch of good ideas in a handout, a talking head with PowerPoint slides, or at best, non-relevant activities thrown together. Or, it's a just-for-fun experience where no deep learning or real behavior shift occurs. We created this document to offer some of the tools we use to make teams rock.*

We work with amazing off-site venues for training, and we know how to bring the simulations and kinesthetic processes directly to our clients' locations. **It's guarantee our program delivery satisfaction.**

## How We Do It

**We provide real results based in a process, not a package.** Others 'instruct' from a podium; we facilitate interactive learning. Others offer good ideas and raise awareness; we hard-wire concrete skills and behaviors for excellence - *in real time.*

**Our training is simulation based and experiential.** When your people directly experience learning, *it sticks.* It's the foundation for high performance training, and it's what we live by.

Leadership and team development are synchronous processes. We help you establish a culture where leaders are trustworthy, effective, and engaging, **and** where team members align, innovate, and commit. We help you make this the everyday experience, not just a training high.

**Our clients experience permanent positive changes in vital relationships and teamwork - resulting in measurable increases in impact. That's what we want to see happen for you.**

It's up to you – the leader, manager, executive, business owner - to provide the necessary context for these skills to emerge, grow and evolve. This is what a winning team culture is all about; it fosters and reinforces team excellence.

**Don't drag or coast when you can fly. [We help you develop the team that soars.](#)**

In the [American Management Association's 2010 Critical Skills Survey](#), 2,115 managers and executives (across a spectrum of industries) detailed the critical skills teams really need to succeed.

- **Critical thinking and problem-solving skills**
- **Communication skills**
- **Collaboration skills**
- **Creativity and innovation skills**

Despite the data, **most people never spend time developing these skills.** Read that again.

*Without conscious effort to develop these skills, you're at the whim of the lowest common denominator behavior on your team.*

*When you need guidance to ensure you're doing real team building and team development with elegant design, relevant to your people and your team, for deep, sustained impact, call us.*

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Be sure to visit their websites for superb books, resources, more activities and simulation ideas.

## Disclaimer

Yes, we've got to say it.

*Source Consulting Group, its heirs, assigns, contractors, members and associates will not be held responsible, accountable or otherwise legally bound in any way for any bodily or emotional harm, injury or death that may result from use of the information and activities contained herein.*

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## Overview

The right activity or simulation takes any training to deeper levels of learning, creates greater impact and enhances participant development. The converse is also true – a poorly selected or executed activity can abruptly end the learning process.

Activities and simulations are power tools. As with any power tool, it must be used with awareness, care, training, and practice.

As you peruse the selection of activities presented here, keep in mind 5 fundamental questions:

- 1) What is the objective of the activity (or, what do I hope the participants will walk away with)?
- 2) Does this activity fit my overall training plan, the group's size, needs and population?
- 3) Can this activity be done with full emotional and physical safety?
- 4) Do I have the space in my agenda and my location to do this?
- 5) How will I debrief the experience to ensure participants actually take away relevant learning?

These questions will guide the successful selection and delivery of any activity.

### Quick Definitions

**Energizers** are, by our definition, quick activities (no more than 10-15 minutes max) that initially gather a group, cause cross connections to begin in a group, loosen up the training atmosphere, wake people up (literally), or lighten a group's mood. There are typically no real learning objectives in energizers.

**Simulations** are, by our definition, activities that simulate a life/work situation where ineffective behaviors and skills can surface, while effective behaviors and skills can be practiced. A simulation can be as short as 30 minutes and as long as full day. There are typically many learning objectives available from a simulation – an excellent debrief process is a **necessary** part of mining for learning and making the simulation relevant. Note that simulations are not 'games.' The term games tend to connote winning and losing as well as a context where 'serious learning' is absent.

### Why use simulations?

- 1) They offer a powerful metaphoric learning opportunity.
- 2) They setup the lab: behaviors and skills that need to be observed and changed are purposefully brought forward by the simulation's design. It's a concentrated learning environment.
- 3) They offer a learning process that tracks to all 7 of the Multiple Intelligences, ensuring every learner accesses information at every learning channel.

And finally, *try everything **before** you run it with a group!*

Your total understanding of the activity's flow will allow you to manage unexpected dynamics that can (and will) arise.

## Energizers

**ACTIVITY:** *Dragon Tail*

**MATERIALS:** 2 bandanas

**TIME NEEDED:** 10 minutes

**INSTRUCTIONS:**

- 1) Break the group into two teams, even number are best.
  - 2) The teams form lines with members holding each other's shoulders in a 'train' fashion (hands on shoulders of the person in front, looking at each other's backs).
  - 3) The person at the end of the line tucks a bandana in their belt loop or similar part of clothing.
  - 4) When you say GO, the object is for the teams to stay connected in train configuration (i.e. hands on shoulders) while each team tries to grab the bandana off of the other team. Only the front person on each team train can grab the bandana.
  - 5) If the train breaks apart for any team, at any time prior t a successful grab, all action stops and teams re-set.
- 

**ACTIVITY:** *Instant Re-play*

**MATERIALS:** None

**TIME NEEDED:** 5-10 minutes

**INSTRUCTIONS:**

- 1) Beginning with the facilitator, jump out into the middle of the circle, do an action and say your name and an adjective that has the same first letter as your name. For example, "Scintillating Solomon!"
  - 2) The facilitator then jumps back to his/her place in the circle, and the entire group immediately jumps forward, saying "Scintillating Solomon!"(with the same vocal intonation), while imitating the action.
  - 3) Go around the circle for so each person does it.
- 

**ACTIVITY:** *Mingle, Mingle, Mingle*

**MATERIALS:** None

**TIME NEEDED:** 10 minutes

**INSTRUCTIONS:**

- 1) The facilitator demonstrates the mingle dance: pointer finger up in the air then down across the body (Saturday Night Fever style), then has the participants do it while chanting in sing song fashion, "Mingle, mingle, min-gle!"
  - 2) The facilitator yells out, "MINGLE!", and everyone moves around the space, doing the dance and song until the facilitator calls out a category (e.g.: "Favorite ice cream flavor!").
  - 3) At that, participants must quickly find all the people in the room with whom they share a favorite flavor, and gather with them in small groups. Then the facilitator has each group yell out their commonality.
  - 4) The facilitator calls out, "MINGLE!" again, and people move about, waiting for another category to be called, ready to group with others who share the new commonality (e.g.: "Favorite style of music!").
-

# Energizers

**ACTIVITY:** *Rope Joust*

**MATERIALS:** A 15-foot section of sturdy rope, and two non-slipping place markers

**TIME NEEDED:** 5-10 minutes

**INSTRUCTIONS:**

- 1) Two players stand on spot markers (placemats, carpet rounds etc.) that are spaced at least 5 to 8 feet apart.
  - 2) Each player holds the opposite end of a piece of rope.
  - 3) Their task is to try to pull the other off the place marker; you “win” if your opponent steps off.
- 

**ACTIVITY:** *Magic Carpet*

**MATERIALS:** A large tarp

**TIME NEEDED:** 10-15 minutes

**INSTRUCTIONS:**

- 1) The entire group stands on one side of a tarp that’s completely spread out on the floor.
  - 2) Their task is to flip the tarp over without anyone stepping off of the tarp in any way.
  - 3) If someone steps off, the team has to begin again, regardless of where they are in the process.
  - 4) Walk around the group as they work. If someone does step off, just say, “Please go back to starting!” without pointing out who actually stepped off.
- 

**ACTIVITY:** *Holy Tarp*

**MATERIALS:** A smaller tarp in which is cut six, 3 to 4 inch diameter holes, one 3-4” diameter ball

**TIME NEEDED:** 10-15 minutes

**INSTRUCTIONS:**

- 1) The entire group holds on to the edges of the tarp with two their two hands holding the tarp at all times.
- 2) The group has to work together so that they roll a ball around on top of the tarp, around each hole, or around the perimeter of the tarp without it falling through the holes.
- 3) If the ball falls through, they begin again.
- 4) If they get good at it (and there’s still interest), how many times can they get it around the perimeter.

# Energizers

**ACTIVITY:** *Animal Toss*

**MATERIALS:** 8 to 10 soft toss able objects

**TIME NEEDED:** 7-10 minutes

**INSTRUCTIONS:**

- 1) Start with your group in a circle, and give the following directions.
- 2) Have everyone put their right foot into the circle and let them know there will be a physical pattern to the game. They will toss an object around the circle. Once they get the object, they must take their foot out of the circle, to show they've gotten the object and so they do not get it twice; the last person to get it will throw it back to you (the facilitator who will begin).
- 3) ***They must remember to whom they tossed it to and keep that pattern the entire time!***
- 4) Now for the verbal pattern. When you pass the object you say, "My name is \_\_\_\_ (your name) and I am passing the \_\_\_\_ (name of object) to \_\_\_\_ (another person across the circle).
- 5) Then you toss it to that person (someone across the circle from you). Tell that person that they must say, "Thank you \_\_\_\_ (your name)." Then you say, "You are welcome \_\_\_\_ (their name)." They **MUST** keep this verbal pattern going with every toss; say the person's name to whom they are tossing, and what they are tossing, plus thank you and you're welcome.
- 6) Here is an example: "My name is Solomon and I am tossing the chicken to Piper." Piper catches the chicken and says, "Thank you Solomon!" Then Solomon says, "You're welcome Piper!" Then Piper begins, "My name is Piper and I am tossing the chicken to Ethan." And the pattern continues until everyone has gotten the chicken and it comes back to the facilitator.
- 7) Now ask to be sure everyone remembers to whom he or she tossed the object. Once they are all set, ***tell them to keep the same pattern going no matter what happens!***
- 8) Now start again with the object. As soon as the person you tossed it to says thank you, pull another object from your bag and do the same thing, and continue until you have at least 8 objects being tossed about the circle.
- 9) When the first one comes back to you, you can bag it and let all the objects come back... then clap and celebrate!

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**ACTIVITY:** *Geographia*

**MATERIALS:** None

**TIME NEEDED:** 5-10 minutes

**INSTRUCTIONS:**

- 1) Ask participants to imagine a map of the US on the floor, then determine the directions, N, S, E, W, so everyone is clear on the orientation of the cardinal directions and map.
- 2) Ask them to begin by standing on the map to indicate where they were born. You may need to expand the map to include the rest of the world.
- 3) Ask the person who is the furthest what their name is and where they come from. Proceed to ask each major cluster where they come from. In this process, participants may refine or improve their map.
- 4) You may then ask participants to show where their mother/father was born, where they would ideally like to live, or where they'd like to visit one day. Encourage participants to talk with each other as they land on the map points, so they know where they are heading and where each is standing.



# Energizers

**ACTIVITY:** *Samurai*

**MATERIALS:** 50 foot rope in a large circle and 2 foam pool noodles

**TIME NEEDED:** 10 minutes

**INSTRUCTIONS:**

- 1) The entire group circles around the outside of the rope. One person is selected to be the samurai and goes in the middle.
- 2) The samurai holds one of the noodles and guards the other ('sword noodle'). The samurai can stand in front or over it, *but cannot stand on it* as a way to guard it.
- 3) If anyone comes into the circle to try to get the sword being guarded (the point of the game), they can be tagged by a whack with the samurai's sword. Once tagged, they are frozen and someone outside the circle must touch them to 'unfreeze' them.
- 4) Once unfrozen, they must **leave** the circle before making another attempt at the sword.
- 5) They cannot toss the sword out of the circle to a pal; the person who grabs the sword must be the one who makes it out of the circle (or not!).
- 6) If someone gets tagged while holding the other sword, they are frozen and must toss the sword back to the center of the circle.
- 7) If they make it out of the circle without being tagged, then it's time for a duel.
- 8) The current samurai and the challenger face each other, bow to each other, then it's a duel; the object now is to go for the other person's knees.
- 9) The first person to tag the others knee/s wins. If the current samurai wins, then she/he is back in the circle to defend the sword again. If the challenger wins, then she/he becomes the new samurai. A cheer for the former samurai is always good!

---

**ACTIVITY:** *123 Ball Grab*

**MATERIALS:** Tennis ball or other small object about that size

**TIME NEEDED:** 10-20 minutes

**INSTRUCTIONS:**

- 1) Choose a person to be the 'it' and have them move to a spot about 10 yards away from the rest of the group. The 'it' places the ball or object on the ground about a foot behind them with their back to the rest of the group.
- 2) This game is similar to '1-2-3 Red Light!' The object is for the members of the group to sneak up to the 'it' person and try to get the object without being seen in motion.
- 3) The 'it' person faces away from the group and says 1, 2, 3, stop! During the 1, 2, 3 the group members are advancing toward the object to try to get it.
- 4) When 'it' turns around, all must freeze; anyone still in motion in any way, must go back to the starting position.
- 5) Once someone gets the object, the group retreats back to the starting point with the object in a similar fashion to the advance. However, the 'it' person now tries to guess who has the object... if they guess correctly, the whole group has to begin again. If they do not guess correctly, the group retreats back to the starting position for a 'win.'
- 6) The object can be passed around during the movement time to keep the 'it' person from guessing.

# Energizers

**ACTIVITY:** *Pass the Picture*

**MATERIALS:** Blank paper (two pieces), two magic markers

**TIME NEEDED:** 5-10 minutes

**INSTRUCTIONS:**

- 1) Have the group sit in a single file line facing the back of the person in front of them.
- 2) Give the person at the front and at the back of the line a magic marker and a piece of paper.
- 3) Have the person at the back of the line draw a picture (not too complicated) on his or her paper, without letting anyone in the group see the picture. Then they hide the picture (flip it over or sit on it).
- 4) Next, they pass the image to the front of the line by using their finger to draw the picture on the back of the person in front of them. The person receiving the drawing on their back tries to figure out what it is passes what they think to the next person (finger drawing on their back) and so on all the way up to the front.
- 5) The person at the front now draws on their paper, what they felt on their back. Once they are done, they compare the picture with the original drawn by the person at the back.



# Simulations

**ACTIVITY:** *Warp Speed*

**MATERIALS:** 3 'tennis ball sized' balls

**TIME NEEDED:** 15-30 minutes (depends on group cohesion/engagement)

**INSTRUCTIONS:** *This is a deceptively easy and very powerful simulation.*

- 1) Number the three balls, one number per ball (ball one has a '1' on it etc.)
- 2) Have the group establish a tossing pattern with a ball (as in group juggle).
- 3) Once the pattern is established, share the 3 rules with the group.
- 4) The 3 rules are:
  - a. The pattern/order they have set up must be kept for the entire game.
  - b. The balls must be kept in order of 1-2-3.
  - c. Each person must touch each ball at least once.
- 5) The team's task is to get the balls from the starting person, around the team, and back to the starting person in the fastest time possible.
- 6) After a few tries (remember to time each try), tell the team that they can probably do the activity in 3 seconds or less (if you have a group of 10 to 12 participants).
- 7) The trick is, that they have to think outside the box to get the speed down to 3 seconds. Remind them that they are allowed to try anything, as long as it does not violate any of the 3 rules.

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**ACTIVITY:** *Blind Square*

**MATERIALS:** A rope long enough for all participants to hold comfortably with both hands.  
Enough blindfolds for everyone

**TIME NEEDED:** 15-30 minutes

**INSTRUCTIONS:**

- **Overview:** Blindfolded participants must use a rope to make one giant square.
- 1) Before anything else, give a short talk on keeping things safe when everyone is blindfolded. Ask them to please be careful and safe, and not to yank or tug the rope, move too quickly, etc. Also make certain that they know that if anyone calls "Freeze!" everyone needs to immediately freeze and be silent. Again, this is a way to keep everyone safe.
  - 2) Ask everyone to put on their blindfolds.
  - 3) Once they are blindfolded, place the rope on the floor close to them (be certain it is not tangled).
  - 4) Ask participants to carefully find the rope, and take hold of it with both hands. They are permitted to let go of the rope if they need to **during this phase** of the activity.
  - 5) Once everyone has completed this, ask them to form a perfect square (or other geometric shape) with the rope; now they must keep two hands on the rope the entire time.
  - 6) After a bit, ask them to pause, and ask them if they think they've completed the task successfully. If they think they have, ask them to give you a thumbs up. If not, a thumbs down. And if they think maybe they're close, a sideways thumb.
  - 7) Then ask them if they would like to continue to work toward their goal, or if they would like to stop and see what they've accomplished. Thumbs up for stop, thumbs down for continue. Before you do whatever the majority has voted for, ask if anyone has any strong feelings against doing what the majority has voted for and why, or if there is a decision where they can come to consensus. *Continued...*

## Simulations

8) When they're ready to remove the blindfolds, ask them to take a look at what they've achieved.

**Facilitation tips:** Maintain safety - do not allow running, pushing, tripping, yanking on the rope, etc. If you see any possible trouble (a foot tangled in the rope, backing into a wall or harmful object etc), call "Freeze!" and adjust for safety.

---

**ACTIVITY:** **EggStreme**

**MATERIALS:** Raw eggs, rope, plastic bowl, spoons, cooking surface, small skillet, omelet ingredients, 2x4 boards, 1x1 boards, cord, rope

**TIME NEEDED:** 60-90 minutes

**INSTRUCTIONS:**

- **Overview:** Use 3 eggs to create an excellent omelet in a specified amount of time.
- 1) Read through the full description as this simulation has a lengthy setup (modify as necessary).
  - 2) The following briefing can be read (or given) to the team – it will provide complete overview of the simulation.

**Simulation Briefing**

- 1) Your team will be given a series of tasks. For each task, only a certain number of participants from your team may execute the task. These smaller subgroups are called *task teams*. Once a team member has done their task, they may no longer execute another task; that is, they cannot join another task team.
- 2) During any task, if your team breaks an egg, you must re-start the task from the beginning. A team gets only 12 eggs with which to work. If the dozen gets used up before the omelets is made, the team has failed the overall mission.
- 3) Team members can trade places into or out of a task team if an egg breaks – that is the only time they can swap places. And, the rule still applies: if they have already completed a task, they cannot do another task or join another task team.
- 4) Teams will have 10 minutes to strategize then \_\_\_\_\_ minutes\* to complete the task (create an omelet). Once planning time is up, teams can continue to plan, but will be using task completion time to do so. \*The facilitator determines time based on appropriate time for success and available agenda time.
- 5) The final product (the omelet) will be judged by the facilitator (see **E Cooking the Eggs**). Remind the team that they have to complete the task in 'x' amount of time to be successful. *Continued...*

# Simulations

**ACTIVITY:** *EggStreme continued*

7) Stations (task team activities) are as follows:

**A) Egg Lift** | *Number of Team members: 5*

**Task:** The team must retrieve the 3 eggs without breaking them.

**Rules:** The team members may not touch the pole, the perch, or any part of the wood. They may not step into the circle around the perch. Breach of rules results in having to put the egg back and begin again. They may only use their teammates as resources, no other tools. *To make it easier, an option is they may use any facilitator approved (safety) tools they find.*

**B) Egg and Spoon Carry** | *Number of Team members: 3*

**Task:** Transport each egg in a spoon from point A to the Bowl, without breaking them.

**Rules:** Once the eggs have been retrieved from the perch, they can be handed to the next team member for the spoon transport. Once a team member places it into a spoon, no one can touch it (carrier included). Eggs must be carried in the spoon across the beam, from the start point to the end point, then rolled into the bowl (again *no one can touch eggs not even in the transfer to the bowl*). Touching the eggs (this means in any way with an object or with a hand, finger, etc.) results in having to start from the beginning point again. *To make it easier, an option is the team may be given a limited number of touches, as well as balance support.*

**C) Bowl Lift** | *Number of Team members: 4-6* depending on your setup and team size

**Task:** Transport all 3 eggs in a bowl from point A to B, without breaking them.

**Rules:** Once the egg has been rolled into the bowl (again *no one can touch them not even in the transfer to the bowl*), the team members have to lift the bowl at least 6 inches of the ground and move the eggs. They may not touch the eggs in any way. Touching results in having to start from the beginning point again. The bowl may not touch the ground once it has left the starting point, until it gets to the finish point. If the bowl touches the ground, they must start again. The team members may not hold the string past the knots (see setup diagram). *To make it easier, a team may be given a limited number of touches (both of the egg and the bowl on the ground. They can also opt to carry 1 egg at a time.*

**D) Electric Fence** | *Number of Team members: 6-8* depending on your setup and team size

**Task:** Retrieve the ingredients for the omelets

**Rules:** This team task can happen simultaneously with other tasks. Setup an electric fence per the diagram. All team task members must begin on the same side – the ingredients begin on the opposite side. No one can touch the fence. Touching the fence results in the crosser returning to their beginning position. The ingredients may be passed over the fence. *To make it easier, a team may be given a limited number of fence touches.*

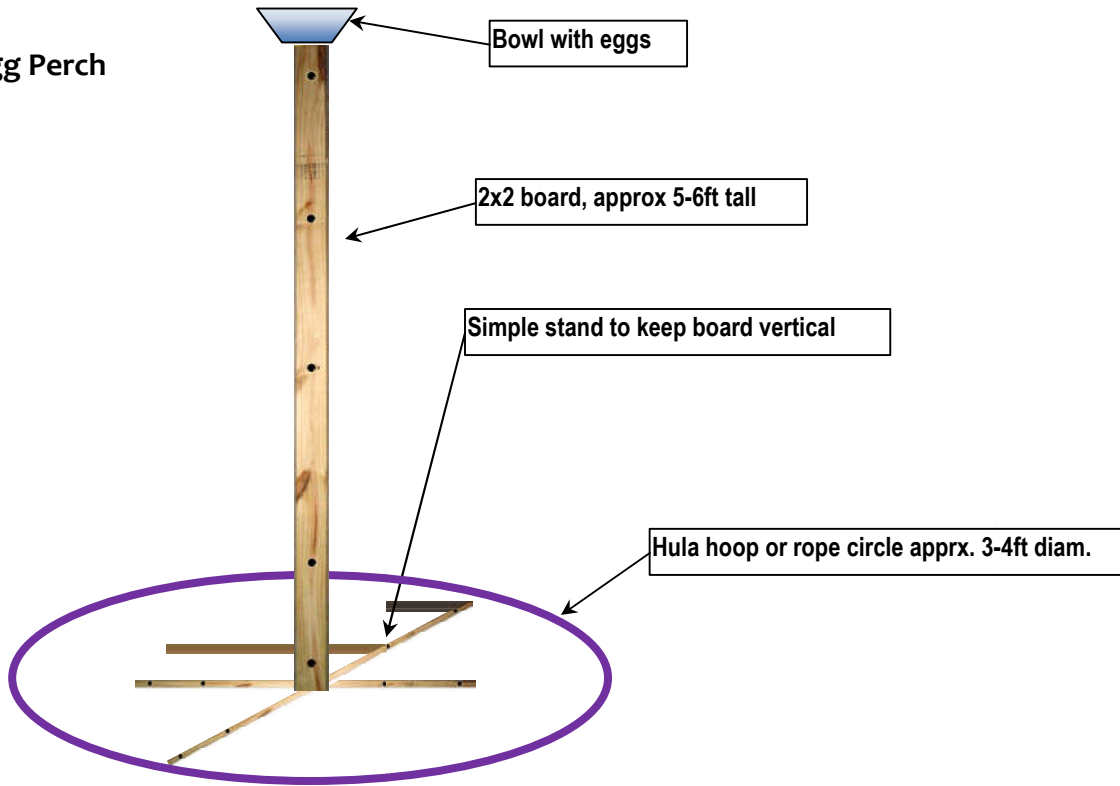
**E) Cooking the Eggs** | *Number of Team members: 1-2* depending on your setup and team size

**Task:** Make the omelets

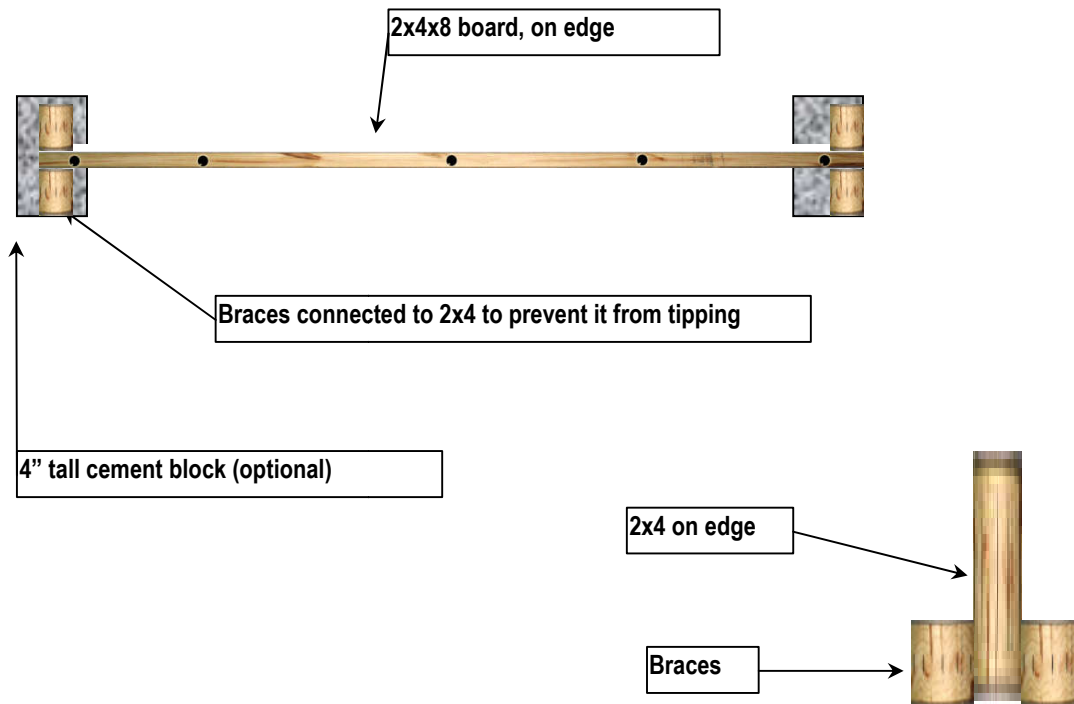
**Rules:** Using only the eggs the team has transported to the ‘cook,’ make an excellent omelets as judged by the facilitator. Facilitator note: you may want to let the team know ahead of time the qualities (not too brown on the outside, cooked through - not runny or slightly wet inside, just enough salt, fluffy as opposed to flat and crepe-like, right temperature to offer to the judge, etc.). The facilitator chooses.

**EGGSTREME SETUPS**

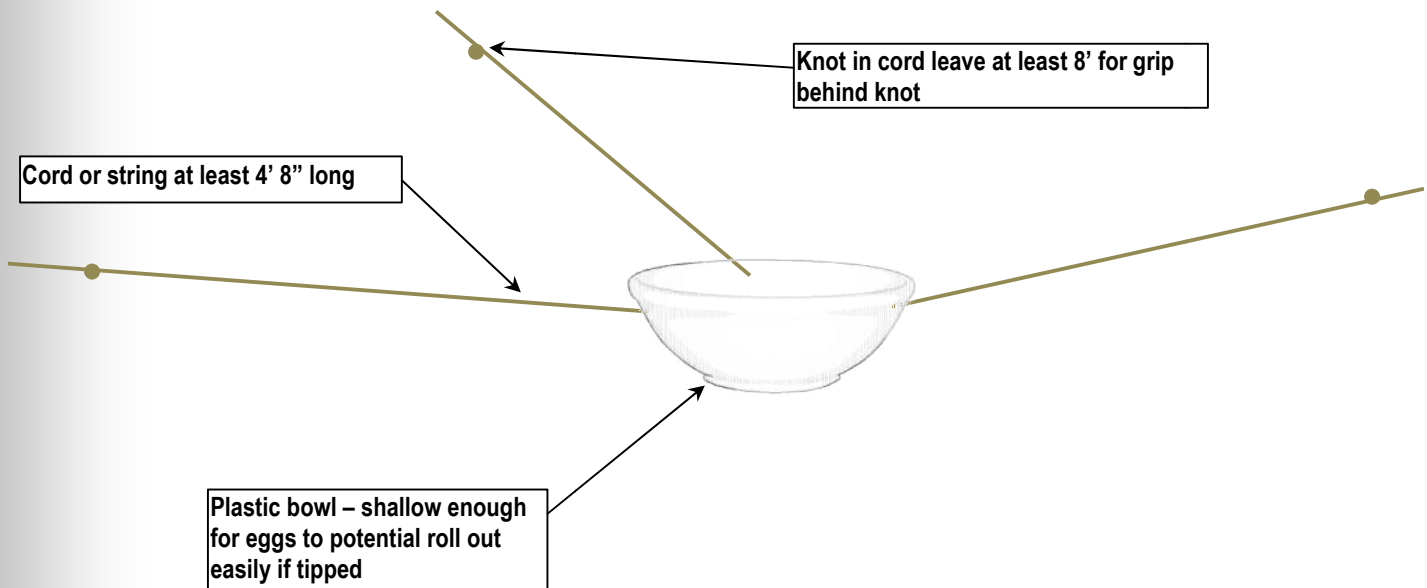
**A) Egg Perch**



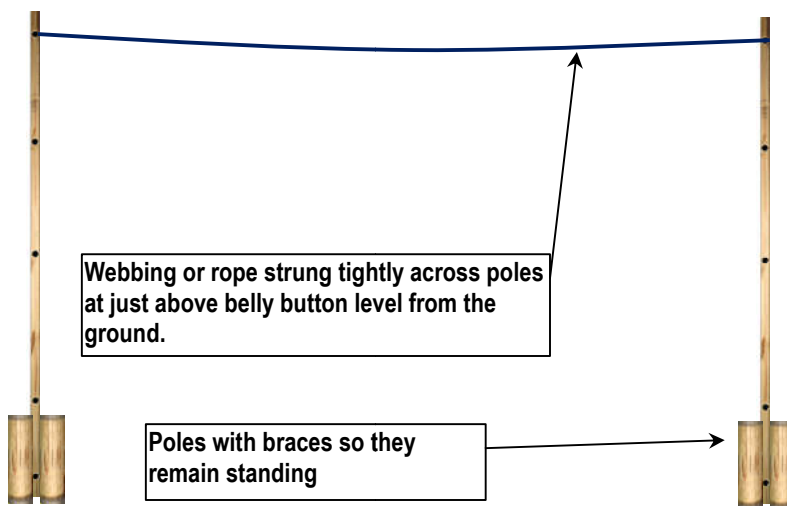
**B) Egg and Spoon Carry Beam (top view)**



### C) Bowl Lift



### D) Electric Fence



# Simulations

**ACTIVITY:** *Extreme Capture the Flag*

**MATERIALS:** 2 bandanas or other material for 'flags' – these should be brightly colored, whistle, stopwatch, paper, binoculars (optional), rope for loops or plastic hoops

**TIME NEEDED:** 30-60 minutes

## INSTRUCTIONS:

**Overview:** To enter your opposing team's zone, find their flag, and bring it back to your zone without being caught. This appears to be the usual capture the flag game. However, it has behavioral processes embedded in it (in **purple**) – the facilitator must watch for these as they teams interact, to ensure the debrief brings out the behaviors and learning.

Select a safe large area – at least 1 to 2 football fields in size. Wooded areas are best but almost any large space will work as long as it's not just an open field. Be sure it is free of dangerous obstacles. Read and/or the following to your participants.

- 1) Your group will be subdivided into two (or more) teams. Let participants know how much time they will have to complete the task, including the debrief. The time will begin 10 minutes after each team has been told to hide their flag and find their holding area. Start time will be announced for all to hear (series of 3 short whistles). At that time, the flag must be hidden at whatever location it happens to be (if it's not already hidden).
- 2) Flags can only be hidden as follows; failure to follow these guidelines will nullify a win.
  - a. Flags must be at least 2 ft. off the ground, but no higher than 6 ft.
  - b. Flags must be visible to the naked eye from at least 20 ft. away.
  - c. A person should be able to grab a flag on a 'run-by' (i.e., flags cannot be anchored to another object in any way to prevent it from being grabbed).
- 3) Upon entering an opponent's zone, you can be tagged. A tag is defined as an opponent touching you with their hand.
- 4) **If you are tagged you have 3 options:**
  - a. You can choose to join the capturing team (you may not re-join your original team).
  - b. You can be taken to a holding area where you can only be released by a hand tag from another of your teammates (who can get to you without themselves being tagged).
  - c. You can immediately return to your team's zone (without going to a holding area), *but can no longer cross into another team's zone to make attempts at retrieving a flag.* You must immediately announce this to any players with whom you come into contact (i.e. you must tell them are 'grounded' in your own zone). Crossing into an opponent's zone after this choice puts you in their holding area immediately. You can be can be released by a **hand tag** from another of your teammates (who can reach you without being tagged), but must again return to your zone without being able to 'look' for a flag.
- 5) A holding area is defined as an object (tree, rock, etc.) which serves as a 'prison base.' Teams determine where their holding area will be during the hiding of the flag. Holding areas can be anywhere **inside** a team's specified zone.



- 6) If you are taken to a holding area, you must be in physical contact with the base object, or someone who is in physical contact with the base object, at all times. To be released from a holding area, you, or someone you are in physical contact with, must receive a **hand tag** from a fellow teammate who can reach you without themselves being tagged. You cannot be released unless you are in contact with the base object, or someone who is.
  - 7) Tagging anyone in a holding area releases all the people in the holding area (if they are in physical contact with each other and/or the base object), and they (including the releaser) get amnesty back to their zone (i.e., they cannot be tagged as they go back to their zone). Once released, you **must** go back to your zone before you can begin attempts to find the flag again (please note tag option c).
  - 8) **Within each zone you may find 3 circles. These are ‘free’ spots within an opponent’s zone. I.e., if you are standing inside a hoop, you cannot be tagged. The hoops can only be moved by agreement from all teams. This means, if you want to move a free spot within another team’s zone, they have to give you agreement to do so. Failure to get agreement will cause a mandatory team switch (one of the offending team’s members must become a member of the opposing team).**
  - 9) You may only utilize the tools you are given (and your teammates) to support your strategy; no other tools may be used.
  - 10) If you hear a facilitator issue a long whistle at any time, it’s a ‘freeze game’ command; please stop all play. This is a safety signal, and means the facilitator is resolving an issue and requires all other participants simply stop where they are and await the ‘resume game’ signal, which is a series of 3 short whistles.
  - 11) The facilitator/s will be roaming through zones for safety, support and integrity (where necessary). A final series of 3 short whistles indicates game over (3 whistles start, 3 whistles end).
- 

**ACTIVITY:** *Make it Move*

**MATERIALS:** Each PM should contain the following (and anything else you can imagine/obtain): An 8.5x11 piece of paper (colored paper makes it easier to see) a wire coat hanger, a plastic spoon, 10ft of cord, a pencil, 2 large heavy duty rubber bands, 2 clothespins, 2 large paper clips, 2ft of duct tape (can be wrapped around pencil), paper bags for each ‘kit,’ tape measure/s for distance check.

**TIME NEEDED:** 30-60 minutes

**INSTRUCTIONS:**

- **Overview:** Teams will have \_\_ minutes (based on agenda time) to create a contraption (a Paper Mover: **PM**) that will transport a full 8.5 x 11 piece of paper as far across the room as possible.
- 1) Establish small teams of 4-5 people.
  - 2) Teams may only use human hands and the supplies in their kits to create the **PM**; **no** other supplies or tools may be used.
  - 3) The piece of paper **cannot** be propelled by human force or by human hands. **It must be propelled solely by the PM.** *Continued...*

- 4) Teams may only propel the piece of paper that came in their PM kit.
- 5) In the operation of the **PM**, *neither the piece of paper nor rubber bands can be held by human hands in any way.*
- 6) Distance is measured from the start point to the point where the paper stops moving. (Use a measuring tape to measure the distance.)
- 7) The team with the longest distance will be asked to demonstrate their **PM** for all to see.
- 8) **Once given permission, teams will have 4 attempts to use their PM to move the paper. Each PM attempt will happen simultaneously – all teams lining up and ready for the countdown. They should listen for the “5, 4, 3, 2, 1, go!” command.**
- 9) Each team will have 1-5 minutes (facilitator discretion) in between measures to modify the **PM** design.

**ACTIVITY:** *Finders/Seekers*

**MATERIALS:** Numerous objects (stuffed animals, tennis ball-sized soft balls, rubber animals etc., (at least 5 to 10 objects), a room space (using furniture or other obstacles in the way can add to the difficulty and excitement), blindfolds (at least 10 depending on the size of the group), a receptacle (bucket, bag, or box) in which the objects are placed.

**TIME NEEDED:** 30-60 minutes

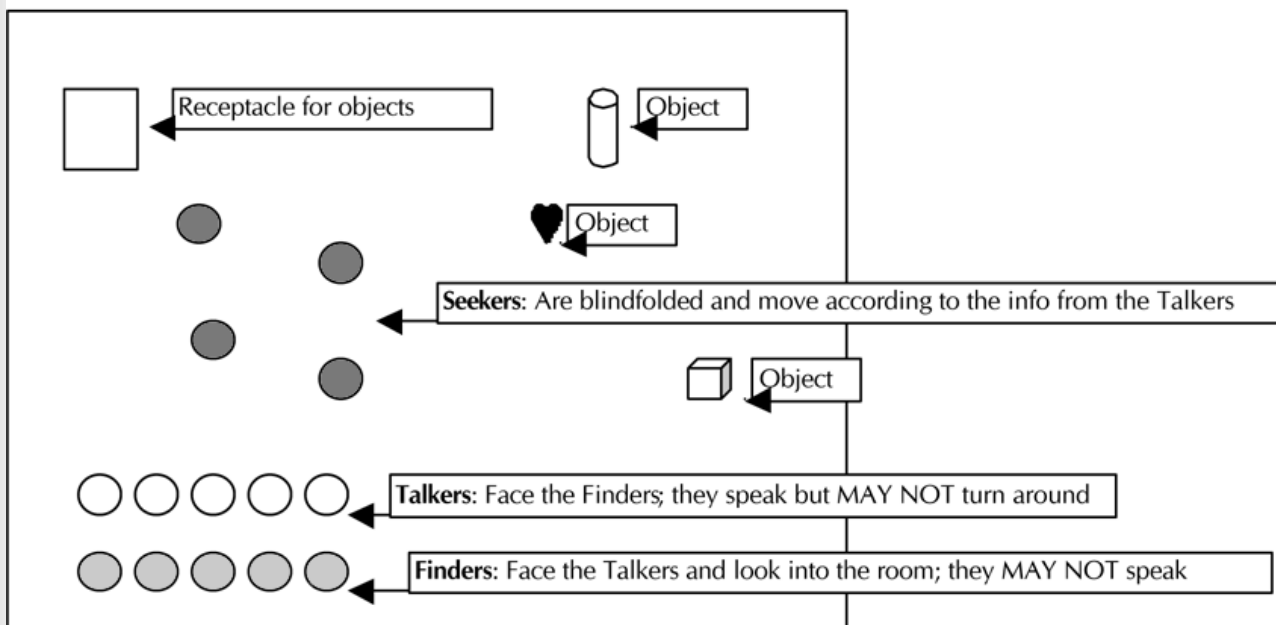
**INSTRUCTIONS:**

- **Overview:** The blindfolded participant/s will retrieve the objects, place them in a receptacle, and return to the starting point, using only verbal cues from other teammates, in a specified amount of time.
  - *Framing the activity: (one possible option): As \_\_\_\_\_ we will be faced with multiple leadership challenges as we begin to organize our teams and organizations in our quest for \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_, and \_\_\_\_\_. We will consistently coordinating with team members who have diverse perspectives, data sets, learning styles, working norms and commitment to the task. Additionally, we will also find that individuals in the same organizations differ in the resources available to carry out key operations.*
- 1) Select the **Finders** (or ask for volunteers). These participants will be asked to stand shoulder to shoulder and face into the room (playing area). They will be able to see the various objects around the room. **but, they may not speak at any time once the activity has begun.** They must communicate non-verbally.
  - 2) Select the **Talkers** (or ask for volunteers). These participants stand shoulder to shoulder in a line facing the finders and are allowed to talk. **But, they may not turn around** to look into the room to see the various objects to be retrieved. It's their task to **VERBALLY** guide the seekers to the objects and then on to the receptacle, using the information they receive from the finders (who are standing in front of them).
  - 3) The remaining people will be the **Seekers** (they will be blindfolded). *Allow anyone who does not feel comfortable being blindfolded to switch with someone in another position (finder or talker) who feels comfortable.* Seekers may talk during the activity, but are not told so overtly. *Continued...*

- 4) It's best to have even numbers of finders, talkers and seekers. If not possible, have extra people as finders as this is typically the way things are in the real world.
- 5) Once participants understand their roles, give the group 10 minutes to plan. During planning time all may talk and interact however they want. They may also ask the facilitator questions. Reminder: they are **all** working as one team to complete the task, and may strategize however they feel best.
- 6) Once planning time is complete, let the group know that they may continue to plan, but they will be using time out of their activity execution time (you will already communicated this). If they choose to keep planning begin subtracting time from the allotted activity time.
- 7) Once the team is ready, have people get into positions and let them know the game has formally begun; all rules for each position will now be enforced. Ask the seekers to put on their blindfolds and stay stationary while the facilitator places the objects around the room and also places the receptacle. Place the items for a mix of ease and challenge, keeping in mind the group's activity time and skill level.
- 8) Optionally, the facilitator can spin the seekers around a few times before starting, so they loose orientation to the room.
- 9) Remind the team of the time they have to complete, and give the signal to start the task.

The facilitator should move around the room to spot participants and offer a bit of cushion or warning should they be heading for a piece of furniture or a wall. People typically move slowly, *and* remind them to slow down for safety as necessary.

**Setup Diagram:**





SOURCE CONSULTING GROUP



# Development Consulting For Extraordinary Teams

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## Innovative, Impactful, Energizing, Effective, Relevant.

These are the words our clients use to describe Source Consulting Group's team development.

### We Develop Passionate Teams.

Ultimately, every team wants to rock. We create the context where teams work to ignite, sustain and maximize their passion.

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## How We Do It | We believe in Experience.

We deliver process-based results, not pre-packaged cans. Some 'instruct' from a podium; we facilitate learning. Others offer good ideas and raise awareness; we hard-wire concrete skills and behaviors for excellence - *in real time*. We pass the BS of consultant speak and get to the real work.

Our training is simulation based and experiential. When your people directly experience learning, it sticks. It's the foundation for high performance training, and it's what we live by.

Leadership and team development are synchronous processes. We help you establish a culture where leaders are trustworthy, effective, and engaging, **and** where team members align, innovate, and commit. We help you make this the everyday experience, not just a training high.

**Our clients experience permanent positive changes in vital relationships and teamwork - resulting in measurable increases in impact. That's what we want to see happen for you.**

It's up to you – the leader, manager, executive, business owner - to provide the necessary context for these skills to emerge, grow and evolve. This is what a winning team culture is all about; it fosters and reinforces team excellence.

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In the [American Management Association's 2010 Critical Skills Survey](#), 2,115 managers and executives (across a spectrum of industries) detailed the critical skills teams really need to succeed.

- **Critical thinking and problem-solving skills**
- **Communication skills**
- **Collaboration skills**
- **Creativity and innovation skills**

Despite the data, **most teams never spend time developing these skills.**

*Without conscious effort to develop these skills, you're at the whim of the lowest common denominator behavior on your team. Where do you want to invest?*

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Following is just a snapshot of possibilities, just ideas to get started.

**It's never static: we create, customize and design to meet your objectives, every time.**

We bring our massive depth and breadth of training experience to serve every client.

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We know the commitment it requires; and we know the huge payoff. Using brilliantly designed simulations, this is instant team shift. Start living High Performance behavior, beyond theory and good ideas. Our extensive menu of processes and depth of facilitation lights up massive forward momentum for your team. Develop Excellent Communication, Access Alignment, Expand Teaming Capacity.

## **SkyHigh™ Teaming Training | Your team will soar.**



Thrive in today's high change rate environment: teach your team to adapt and innovate with total alignment, on the fly. Team members develop skills for independent-and-coordinated action, and learn to stay focused and collaborative despite any distractions, stress or interruptions. The SkyHigh™ process cultivates necessary individual and group capacities by coupling our experiential training expertise with iFLY's indoor flight technology. You get unforgettable, world-class team development in an experience like no other.

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A team transformation *can* happen in as short as 60 minutes. Ignite organizational spirit with the phenomenal power of interactive team process using drums and percussion. Not only will you ignite spirit, you motivate change, align vision, and engage action. The skills and tools that promote unity, alignment, depth and winning energy are the tools that cutting edge organizations utilize and deploy. Interactive Drumming and rhythm build these skills.

## Equine Leadership Encounter | The integrity it takes to lead.



Staying self-aware, relaxed, and attentive to team energy builds rapid essential trust and instant, effective response skills. Our equine process offers potent, immediate lessons in communication, self-awareness and influence, with powerful, effective feedback - instantly relevant to leadership development. *And you never even get on the horse!*

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*Nothing energizes us more than seeing a team ignite. It's our passion to see individuals energized in every moment, expressing excellence in all they do. It's our passion to enthusiastically unite teams behind a mission and a vision. This is the heart of every program we deliver.*

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